

The Recruiting Edge

Personnel and Training Division, Recruitment Program

The Neighborly Way

By Sergeant
 Michael Soubirous
 Riverside Area



My father always held law enforcement officers in high regard, especially members of the CHP. When I turned 11 years old (1968), a CHP Officer, Dave Daniel, moved in next door. I was in awe of those "black & whites" he would bring home at lunchtime. I remember the day I sat on Dave's front porch as he showed me a CHP Academy class yearbook. I remember that the inside cover had an aerial photograph of the Meadowview Academy and a gold colored CHP badge embossed on the front cover.

"I Was In Awe Of Those Black and Whites"

Many of Dave's fellow officers would drop by for a few minutes while Dave was out working on his yard on his days off. I would soon learn some of the CHP "talk" and hear many "war" stories. About two years later, Dave decided to move to a larger home one block away. Dave kept up the recruiting effort by selling his home to another CHP officer, Brian McManus.

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POST Symposium 2001



Best Practice: Diversity in recruitment personnel is an effective resource to attract diverse applicants. Regional strategy: Southern Division and PTD staff work together at the POST Symposium.

POST Symposium: Joining Forces

By Sergeant Jonni Fenner

For the past two years, many law enforcement agencies have experienced reduction in the numbers of people applying to agencies for employment. In a survey performed by the Commission on Peace Officer Standards and Training (POST), it was learned that over 80% of California police and sheriffs departments are experiencing difficulty in filling their vacancies. A majority of agencies are having difficulty in meeting the impact of attrition. Additionally, nearly 20% of the sworn workforce in California is over 50 years of age. During the next ten years, more than 45% of the current law enforcement officers will also be retirement age. As you can see, this is not a short-term problem, nor is it a problem that will go away.

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Essay Writing: 5 Steps to Success

If you've had the pleasure of mentoring applicants through the CHP selection process, you've most likely also felt the disappointment of having someone fail the written portion of the test. Many applicants, some with college degrees, fail the essay portion of the examination. Some of the most common mistakes include improper essay format, multiple misspelled words or grammatical errors and failure to answer the question asked in the topic. Sometimes applicants simply make the subject matter too complicated and difficult to follow.

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AB-311/ New Age Limit 35

On August 9, 2001 Governor Davis signed AB-311, raising the age limit for CHP cadet applicants to age 35. The new age limit will be effective January 1, 2002.

Neighborhood... from pg. 1

By now I had discovered that three other CHP officers, one a motor officer, lived within two blocks of my home. My family, by now, was immersed in the lives of our new CHP friends and theirs in ours. Fast forward to 1980. My father, a lifelong smoker, was dying of lung cancer. I was 22 years old and working in a grocery store. I had obtained a pilot's license at age 18 and was pursuing a career in aviation, or so I thought. The day my father died, we telephoned family and friends of my dad's condition. By chance, or so it seemed at the time, Dave Daniel, by then a Sergeant, was able to break away from duties at a local county fair. Dave was staffing a CHP recruiting booth with a few officers, and happened to be wearing his uniform, complete with green jacket. As my father passed away in hospital room #310, there were four people in that room, touching or holding my father. Dave, his wife Janice, my mother and me. At that time, I had no desire to be a CHP officer. I know that my dad greatly admired his CHP friends. My CHP friends became father figures to me. They were honorable men as was my father. Two years later to the month, I entered the CHP Academy. My friends Dave and Brian are now retired and I am a sergeant. I often think of what my dad would say about my career choice. Without a doubt, he would have been very proud!

Sgt. Soubrious is a 19 year veteran with the CHP

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Based on this information, the POST Commission established a Recruitment Committee in September 2000 to assist POST in identifying the needs of the law enforcement community. The CHP was one of the lead agencies, along with other participants which helped to assess the needs of the profession, identify practices that have merit, examine use of technology, assess the practices being used to develop and support agency recruitment efforts, attracting and retaining staff, evaluate alternative sources of staffing and potential, long-term means of developing young people in the community to appreciate law enforcement as a potential career option. The Recruitment Committee's yearlong efforts were unveiled at the symposium held in Burbank, July 24-26, 2001.



The symposium brought together over 300 California law enforcement agencies to join forces in the battle to maintain the integrity of the law enforcement profession for today, tomorrow and the future. Attendees included chiefs of police, sheriffs, law enforcement officers of every rank and human resources employees. Various presentations addressed marketing, use of technology, understanding the needs of the applicants, developing a budget, and identifying ways to enhance retention.

Additionally, several audio-visual products were developed to assist recruitment, a Recruitment and Retention Best Practices booklet, and a CD-ROM were provided to all the agencies.

An extension of the Recruitment Committee established the Law Enforcement Recruitment Association of California (LERAC). The organization will get off the ground by October 2001, and include members from CHP and other California law enforcement agencies to facilitate programs for future best practices in statewide recruitment. In closing, the CHP reinforced the importance of commitment from the Commissioner, or head of the organization, teamwork by all personnel, personalized service and the same objective in achieving the most qualified applicants will always result in success!!

Essay... from pg. 1

The following list includes five steps (for the applicant) to prepare for the examination:

1. Obtain an Applicant Study Guide from Recruitment or a local Area office.
2. Pick a subject you can write about with ease, no matter what the question. Remember: KEEP IT SIMPLE.
3. Practice writing the essay before the actual test date, timing yourself (40 minutes). There are four topics listed in the Applicant Study Guide for practice.
4. Look up words in the dictionary to check for spelling. You will most likely remember how to spell those words on the day of the test.
5. Have someone who is proficient with grammar check your essay.

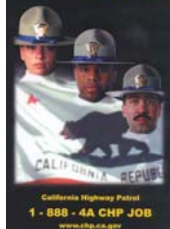
Recruitment Resources

1-888-4A CHP JOB / WWW.CHP.CA.GOV

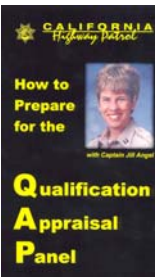
Applicant Study Guide

1-888-4 A CHP JOB
www.chp.ca.gov

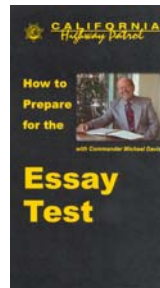
Applicant Study Guide

We're looking for You ...to join us

Recruitment Video



QAP Video



Essay Video

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